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# CUPA 1982-83 NATIONAL FACULTY SALARY SURVEY BY DISCIPLINE AND RANK in Private Colleges and Universities

A SPECIAL REPORT
FUNDED BY
THE IBM CORPORATION

CUPA

COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
Eleven Dupont Circle, Suite 120, Washington, D.C. 20036. (202) 462-1038

# CUPA

# 1982-83

# NATIONAL FACULTY SALARY SURVEY

by

DISCIPLINE AND RANK

in

PRIVATE COLLEGES AND UNIVERSITIES

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COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
Eleven Dupont Circle, Suite 120
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In Conjunction With

APPALACHIAN STATE UNIVERSITY
Boone, North Carolina 28608

The College and University Personnel Association is an international network of some 4,000 personnel administrators representing over 1,100 colleges and universities. Through regular and special publications and studies, CUPA aims to keep its members informed of the latest legal, legislative, and regulatory developments affecting personnel administration, as well as trends and innovative policies and practices in the field. Other services include annual conferences, regional meetings, and seminars on timely topics of special interest to the personnel profession.

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Mr. Steve Starnes, Graduate Student in History

Ms. Kimberly Barger Teague, Senior in History

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Finally, very special thanks go to those 299 private colleges and university presidents who participated in the study.

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# INTRODUCTION

## The Background

The College and University Personnel Association (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on personnel issues.

In 1974, the CUPA Board of Directors proposed establishing a survey of faculty compensation (page 1, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the Council developed a pilot faculty salary questionnaire, along with rationale, instructions, and definitions. They sent the questionnaire to 13 diverse CUPA colleges and universities who critiqued it. A review of the respondents' comments indicated that a model already in use by Oklahoma State to gather similar data best met survey needs. The results of the critique process were submitted by the Council to the CUPA Board of Directors for approval. Once the Board granted permission, CUPA representatives met with appropriate officials at the American Association of State Colleges and Universities (AASCU) to mount a pilot study of 21 general and specific disciplines among the AASCU members. Two hundred four institutions participated in the 1981-82 national pilot.

This study of faculty salaries by discipline and rank in 299 private colleges and universities is a further step in the planned direction of ultimately surveying annually the faculty salaries of a large percentage of all faculty members in senior colleges and universities in the United States.

## The Need

Current data on faculty compensation are presently being collected each year by the National Center for Education Statistics. These data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines and ranks. What are missing are salary data at different ranks and within specific disciplines for different types of institutions. The need to address problems of salary administration with respect to postsecondary faculty in different disciplines and ranks motivated the decision to conduct this study.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate remuneration for services of teaching and other responsibilities to be rendered. In this marketplace, a faculty member needs to know what to request, based on the salaries of her or his peers. The administrator needs to know how much to pay for quality without committing more than she or he can justify for the budget.

Detailed salary information is also useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty costs.

This survey demonstrates a method for collecting the detailed data that administrators can utilize in their decision-making. Based on the data collected, the user can assess faculty salaries at her or his institution in relation to the perceived marketplace.

## SURVEY RESULTS

### Methodology

This CUPA 1982-83 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities collected and tabulated full-time salary data for faculty in 61 selected disciplines. These were chosen from among the disciplines defined by the Higher Education General Information Survey (HEGIS) Taxonomy or by A Classification of Instructional Programs (CIP), 1981 (see Appendix A). Data for almost 30,000 faculty members at 299 private institutions (see Appendix B) were collected and tabulated in the survey.

### Analysis of Data

To organize the data and permit comparisons between disciplines and by ranks, the following variables were selected: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulation of the data are defined below.

NOTE: Users of this survey may find the category "New Assistant Professor" especially useful in making new hiring decisions since most new faculty in academe are hired at this rank.

#### Definition of Terms

- SALARY--based on a nine- or ten-month academic year salary of full-time faculty only--does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data.

- AVERAGE SALARY--based on the survey information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty reported for a given rank and discipline.
- HIGH SALARY--the highest salary for any full-time individual of the defined group for which the information is reported.
- LOW SALARY--the lowest salary for any full-time individual of the defined group for which the information is reported.
- FAC MIX PCT--the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .36 for associate professor implies that 36 percent of the faculty in that discipline/major field hold the rank of associate professor.
- SALARY FACTOR--for a given rank of a given discipline/major field, the ratio of the average salary to the total average salary of all institutions. For example, a SALARY FACTOR of 1.10 for assistant professors of mathematics implies that the average salary for assistant professors of mathematics is 10 percent higher than the average salary of all assistant professors of all institutions.
- NUM--the number of faculty members whose salaries were included to compute the average salary.
- N/IS--the number of institutions that have reported salary data for a given academic rank and discipline/major field.
- PARTICIPATING INSTITUTIONS--the number of institutions responding to the survey questionnaire.
- NEW ASST PROF--the grouping of assistant professors who were hired for the first time in the Fall of 1982. All information for this

group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

The goal of this survey effort and the report was to discuss the development process and to demonstrate the utility of the effort. Although no overall analysis has been undertaken in this report, it is important to illustrate the type of analyses possible using the data available. The following table shows the comparative potential of the data for two disciplines: Business and Management and Communications.

| | PROFESSOR | | | ASSOC PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS |
| DISCIPLINE: BUSINESS & MANAGEMENT<br>MAJOR FIELD: BUSINESS & MANAGEMENT | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY | 36690 | 263 | 52 | 28551 | 346 | 81 | 24275 | 360 | 88 | 23422 | 50 | 30 | 18034 | 94 | 42 | 28186 | 1063 | 111 |
| HIGH SALARY | 64200 | | | 42000 | | | 37000 | | | 36000 | | | 27100 | | | 64200 | | |
| LOW SALARY | 18763 | | | 15420 | | | 10800 | | | 16200 | | | 7431 | | | 7431 | | |
| FAC MIX PCT | 0.25 | | | 0.33 | | | 0.34 | | | 0.05 | | | 0.09 | | | 1.00 | | |
| SALARY FACTOR | 1.10 | | | 1.11 | | | 1.15 | | | 1.13 | | | 1.09 | | | 1.10 | | |
| DISCIPLINE: COMMUNICATIONS<br>MAJOR FIELD: COMMUNICATIONS | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY | 31064 | 76 | 43 | 25404 | 117 | 61 | 19924 | 176 | 78 | 18079 | 20 | 18 | 14923 | 72 | 44 | 22481 | 441 | 112 |
| HIGH SALARY | 51700 | | | 45100 | | | 29217 | | | 25000 | | | 22496 | | | 51700 | | |
| LOW SALARY | 16680 | | | 15420 | | | 13750 | | | 13750 | | | 9900 | | | 9900 | | |
| FAC MIX PCT | 0.17 | | | 0.27 | | | 0.40 | | | 0.05 | | | 0.16 | | | 1.00 | | |
| SALARY FACTOR | 0.93 | | | 0.99 | | | 0.93 | | | 0.87 | | | 0.91 | | | 0.87 | | |

1. Size of the Sample. The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average.

   The Business and Management results were computed for about the same number of participating institutions as Communications but for

a much larger number of faculty than were the Communications results.

| | NUMF | N/IS |
|---|---|---|
| B & M | 1063 | 111 |
| C | 441 | 112 |

Average Salary. The average salary for every rank in Business and Management is higher than that in Communications:

| | PROFESSOR | ASSOC PROF | ASST PROF | NEW ASST PROF | INSTRUCTOR | ALL RANKS |
|---|---|---|---|---|---|---|
| B & M | 36690 | 28551 | 24275 | 23422 | 18034 | 28186 |
| C | 31064 | 25404 | 19924 | 18079 | 14923 | 22481 |

3. High and Low Salaries. For PROFESSOR, the high and low salaries are higher in Business and Management than in Communications. An examination of each rank value, however, reveals much variation within ranks.

High Salary:

| | PROFESSOR | ASSOC PROF | ASST PROF | NEW ASST PROF | INSTRUCTOR | ALL RANKS |
|---|---|---|---|---|---|---|
| B & M | 64200 | 42000 | 37000 | 36000 | 27100 | 64200 |
| C | 51700 | 45100 | 29717 | 25000 | 22496 | 51700 |

Low Salary:

| | | | | | | |
|---|---|---|---|---|---|---|
| B & M | 18763 | 15420 | 10800 | 16200 | 7431 | 7431 |
| C | 16680 | 15420 | 13750 | 13750 | 9900 | 9900 |

4. Faculty Mix Percentage. The two disciplines seem dissimilar when compared on the basis of faculty mix percentage, which refers to the percentage of faculty in a given discipline who hold a given rank. For example, 25 percent of all faculty in Business and Management hold the rank of Professor, compared with 17 percent of those in Communications.

| | PROFESSOR | ASSOC PROF | ASST PROF | NEW ASST PROF | INSTRUCTOR | ALL RANKS |
|---|---|---|---|---|---|---|
| B & M | .25 | .33 | .34 | .05 | .08 | 1.00 |
| C | .17 | .27 | .40 | .05 | .16 | 1.00 |

It is interesting to note how the faculty mix percentage differs among other disciplines, especially, those "newer" disciplines such as:

| | PROFESSOR | ASSOC PROF | ASST PROF | NEW ASST PROF | INSTRUCTOR | ALL RANKS |
|---|---|---|---|---|---|---|
| HEALTH PROFESSIONS NURSING-BACCALAUREATE & HIGHER PGRMS | .05 | .19 | .48 | .04 | .27 | 1.00 |
| PUBLIC AFFAIRS & SERVICES | .15 | .26 | .48 | .02 | .11 | 1.00 |

5. Salary Factor. This variable permits comparisons between the average salary of a faculty member in a given rank and the average salary of all faculty members in that rank in all reporting institutions. A constant number--100 percent--represents the average salary of all faculty in that rank for all reporting institutions. The following data show that for every rank, Business and Management faculty average salary is higher than the overall average salary, while Communications faculty average salary is consistently lower. For example, in Business and Management the average salary of an associate professor is 11 percent above the average salary of all associate professors at all reporting institutions.

| | PROFESSOR | ASSOC PROF | ASST PROF | NEW ASST PROF | INSTRUCTOR | ALL RANKS |
|---|---|---|---|---|---|---|
| B & M | 1.10 | 1.11 | 1.15 | 1.13 | 1.09 | 1.10 |
| C | .93 | .99 | .95 | .87 | .91 | .87 |

## APPLICATIONS FOR FUTURE USE

The results of this national faculty survey by discipline and rank indicate that both the data retrieval and data analysis methodologies are workable and replicable. This survey was large enough, almost 30,000 faculty, to allow preliminary conclusions about the differences and similarities of faculty salaries between and among disciplines and ranks. At the same time, the data from this survey are limited in their applicability. The participating institutions were of one specific type: private colleges and universities that grant primarily baccalaureate degrees; therefore, any conclusions can be drawn only about this group of institutions.

The survey collected data on 61 of the many disciplines included in the HEGIS Taxonomy or A Classification of Instructional Programs (CIP). Because of the limited number of disciplines in this survey, data about more disciplines would probably be more helpful in propounding budget decisions regarding salary.

The goal of this year's effort was to survey private institutions as to geographical location, enrollment, budget, students (FTE), and/or faculty to enable institutions to compare and contrast faculty salary data according to their interests. For example, if an institution wants to compare itself with ten or more other participating institutions with similar budgets and enrollments; it can do so by requesting a "special study" through CUPA.

CUPA plans to survey the private institutions again next year and hopes to do so in the early fall of 1983 rather than later in the academic year.

In this way it is hoped that line administrators will find the data of more timely use. Further, this fall's anticipated survey will include some 90 disciplines covering all of the CIP program areas.

Your comments, suggestions, and questions are requested and may be directed to CUPA or to the Research Project Director, Dr. Richard Howe.

APPENDIX A

LIST OF SELECTED DISCIPLINES*


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*The numbers after the selected disciplines are "crosswalks" between the New Classification (A Classification of Instructional Programs, National Center for Education Statistics, 1981) and the HEGIS Taxonomy. The numbers immediately after each dash are those of the New Classification and those in parenthesis are of the HEGIS Taxonomy. Both sets of numbers refer to the same discipline, of course.

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## APPENDIX B

## LIST OF PARTICIPATING INSTITUTIONS

Adelphi University (NY)
Albertus Magnus College (CT)
Alabama Christian College
Alfred University (NY)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Atlantic Christian College (NC)
Alverno College (WI)
American Graduate School of International Management (AR)
American Technological University (TX)
American University, The (DC)
Anna Maria College (MA)
Aquinas College (MI)
Augustana College (SD)
Aurora College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker University (KS)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KT)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethel College (KS)
Bethune-Cookman College (FL)
Berry College (GA)
Biola University (CA)
Bishop College (TX)
Bloomfield College & Seminary (NJ)
Bluffton College (OH)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryan College (TN)
Bucknell University (PA)
California Baptist College
Calvin College (MI)
Canisius College (NY)
Capital University (OH)
Carnegie-Mellon University (PA)
Catholic University of Puerto Rico
Cedar Crest College (PA)
Cedarville College (OH)
Centenary College (NJ)
Center for Creative Studies-College of Art and Design (MI)
Central College (IA)
Chaminade University of Honolulu (HI)
Clark University (MA)
Clarke College (IA)
Clarkson College of Technology (NY)
Colby College (ME)
Colgate University (NY)
Columbia Bible College (SC)
Columbia College (MO)
Converse College (SC)
College of the Holy Cross (MA)
College of Mount St. Joseph (OH)
College of Notre Dame (CA)
College of Saint Rose; The (NY)
College of Saint Teresa (MN)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of Wooster, The (OH)
College Misericordia (PA)
Concordia College (MN)
Concordia Seminary (MO)
Creighton University (NE)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Davis and Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dordt College (IA)
Dowling College (NY)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
D'Youville College (NY)
East Texas Baptist College
Eckerd College (FL)
Edward Waters College (FL)
Elmira College (NY)
Emory & Henry College (VA)
Evangel College (MO)
Ferrum College (VA)
Findlay College (OH)

Fontbonne College (MO)
Fort Wayne Bible College (IN)
Franklin College of Indiana
Furman University (SC)
Gallaudet College (DC)
Garnon University (PA)
Gordon College (MA)
Goshen College (IN)
Goucher College (MD)
George Washington University, The (DC)
George Williams College (IL)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Grace Schools, Inc. (IN)
Graceland College (IA)
Gwenedd-Mercy College (PA)
Hamilton College (NY)
Hamline University (MN)
Hampshire College (MA)
Hampton Institute (VA)
Hanover College (IN)
Hartwick College (NY)
Hastings College (NE)
Haverford College (PA)
Heidelberg College (OH)
High Point College (NC)
Hiram College (OH)
Holy Family College (PA)
Hood College (MD)
Hope College (MI)
Huntington College (IN)
Husson College (NE)
Illinois Benedictine College
Illinois College of Optometry
Immaculata College (PA)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Carroll University (OH)
John B. Stetson University (FL)
Kalamazoo College (MI)
Kentucky Wesleyan College
King's College (PA)
Lafayette College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lambuth College (TN)
LaRoche College (PA)
Lehigh University (PA)
LeTourneau College (TX)
Lewis University (IL)
Lincoln Memorial University (TN)
Linfield College (OR)
Loma Linda University (CA)
Loyola College in Maryland (MD)
Luther College (IA)
Lycoming College (PA)
Malone College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marygrove College (MI)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Maryville College-St. Louis (MO)
Marywood College (PA)
McKendree College (IL)
McMurry College (TX)
Medical College of Wisconsin (WI)
Mercy College of Detroit (MI)
Meredith College (NC)
Merrimack College (MA)
Mid-America Nazarene College (KS)
Midland Lutheran College (NE)
Millikin University (IL)
Minneapolis College of Art and Design (MN)
Molloy College (NY)
Monmouth College (NJ)
Moravian College (PA)
Morris Brown College (GA)
Mount Marty College (SD)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mundelein College (IL)
Nazareth College at Kalamazoo (MI)
Nebraska Wesleyan University (NE)
Northwestern College (MN)
North Carolina Wesleyan College
North Park College (IL)
Notre Dame College (NH)
Oglethorpe University (GA)
Ohio Dominican College (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Our Lady of the Lake University (TX)
Pacific Lutheran University (WA)
Pacific University, College of Arts and Sciences (OR)
Paine College (GA)
Park College (MO)
Pennsylvania College of Optometry (PA)
Pepperdine University (CA)

Phillips University (OK)
Point Loma College (CA)
Point Park College (PA)
Post College (CT)
Presbyterian College (SC)
Princeton Theological Seminary (NJ)
Principia College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rice University (TX)
Rider College (NJ)
Rio Grande College (OH)
Robert Morris College (PA)
Rockford College (IL)
Rollins College (FL)
Roosevelt University (IL)
Rosemont College of the Holy Child Jesus (PA)
Rust College (MS)
Sacred Heart University (CT)
Saint Anselm College (NH)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Peter's College (NJ)
Saint Mary's College (IN)
Saint Mary's College (MN)
Saint Mary's College of California (CA)
Saint Vincent College (PA)
Salve Regina--The Newport College (RI)
Sarah Lawrence College (NY)
School of the Ozarks, The (MO)
Seton Hill College (PA)
Seattle Pacific University (WA)
Seattle University (WA)
Shenandoah College and Conservatory of Music (VA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southern Methodist University (TX)
Southwestern College (KS)
Southwestern University (TX)
Stephens College (MO)
St. Edward's University (TX)
St. John's University (NY)
St. Mary's Dominican College (LA)
St. Norbert College (WI)
St. Paul Bible College (MN)
Strayer College (DC)
Suffolk University (MA)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Thomas College (ME)
Transylvania University (KY)
Trinity College (DC)
Trinity College (IL)
Trinity College (VT)
Trinity University (TX)
Tulane University (LA)
Tuskegee Institute (AL)
Unity College (ME)
University of Dayton, The (OH)
University of Denver (CO)
University of Detroit (MI)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Pennsylvania (PA)
University of San Diego (CA)
University of Santa Clara (CA)
University of Scranton (PA)
University of Tampa (FL)
University of the Sacred Heart (PR)
Upsala College (NJ)
Ursuline College (OH)
Vassar College (NY)
Villa Maria College (PA)
Virginia Wesleyan College (VA)
Viterbo College (WI)
Voorhees College (SC)
Wabash College (IN)
Walsh College (OH)
Washington and Jefferson College (PA)
Waynesburg College (PA)
Wentworth Institute of Technology (MA)
Western Conservative Baptist Seminary (OR)
Westmar College (IA)
West Virginia Wesleyan College (WV)
Wheeling College (WV)
Whitman College (WA)
Widener University (PA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wittenberg University (OH)
Worcester Polytechnic Institute (MA)
Xavier University (OH)

TABLE C

THE DATA TABLES

# FACULTY SALARY SURVEY

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: AGRICULTURE

| | PROFESSOR | | | ASSOC PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS |
| AVERAGE SALARY | 28719 | 6 | 3 | 22089 | 9 | 7 | 19816 | 16 | 9 | 22900 | 3 | 3 | 14427 | 22 | 7 | 18972 | 53 | 14 |
| HIGH SALARY | 45000 | | | 34980 | | | 25500 | | | 25500 | | | 20824 | | | 45000 | | |
| LOW SALARY | 22665 | | | 16500 | | | 12500 | | | 19200 | | | 9900 | | | 9900 | | |
| FAC MIX PCT | 0.11 | | | 0.17 | | | 0.30 | | | 0.06 | | | 0.42 | | | 1.00 | | |
| SALARY FACTOR | 0.86 | | | 0.86 | | | 0.94 | | | 1.11 | | | 0.88 | | | 0.74 | | |

DISCIPLINE: ARCH & EVIRON DESIGN
MAJOR FIELD: ENVIRONMENTAL DESIGN, GENERAL

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 26262 | 11 | 2 | 28520 | 10 | 3 | 22296 | 7 | 2 | 17000 | 1 | 1 | | | | 26077 | 28 | 5 |
| HIGH SALARY | 50925 | | | 35000 | | | 25425 | | | 17000 | | | | | | 50925 | | |
| LOW SALARY | 10000 | | | 19200 | | | 17000 | | | 17000 | | | | | | 10000 | | |
| FAC MIX PCT | 0.39 | | | 0.36 | | | 0.25 | | | 0.04 | | | | | | 1.00 | | |
| SALARY FACTOR | 0.79 | | | 1.11 | | | 1.06 | | | 0.82 | | | | | | 1.01 | | |

DISCIPLINE: ARCH & EVIRON DESIGN
MAJOR FIELD: ARCHITECTURE

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 34208 | 47 | 11 | 27851 | 43 | 10 | 20499 | 42 | 13 | 20700 | 15 | 7 | 18812 | 8 | 2 | 27263 | 140 | 14 |
| HIGH SALARY | 50000 | | | 43100 | | | 30400 | | | 30400 | | | 22621 | | | 50000 | | |
| LOW SALARY | 10000 | | | 19380 | | | 14000 | | | 14000 | | | 15370 | | | 10000 | | |
| FAC MIX PCT | 0.34 | | | 0.31 | | | 0.30 | | | 0.11 | | | 0.06 | | | 1.00 | | |
| SALARY FACTOR | 1.02 | | | 1.08 | | | 0.97 | | | 1.00 | | | 1.14 | | | 1.06 | | |

DISCIPLINE: AREA STUDIES
MAJOR FIELD: AREA STUDIES

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 38653 | 28 | 5 | 27382 | 23 | 9 | 24120 | 21 | 10 | 22800 | 5 | 5 | 21405 | 3 | 2 | 30437 | 75 | 16 |
| HIGH SALARY | 62075 | | | 34700 | | | 27000 | | | 27000 | | | 22599 | | | 62075 | | |
| LOW SALARY | 27980 | | | 19320 | | | 19410 | | | 20000 | | | 19018 | | | 19018 | | |
| FAC MIX PCT | 0.37 | | | 0.31 | | | 0.28 | | | 0.07 | | | 0.04 | | | 1.00 | | |
| SALARY FACTOR | 1.16 | | | 1.06 | | | 1.15 | | | 1.10 | | | 1.30 | | | 1.18 | | |

# FACULTY SALARY SURVEY

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: BIOLOGICAL SCIENCES

| | PROFESSOR | | | ASSOC PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS |
| AVERAGE SALARY | 30987 | 441 | 159 | 23681 | 366 | 159 | 19737 | 335 | 151 | 18058 | 40 | 32 | 15395 | 58 | 27 | 24864 | 1200 | 212 |
| HIGH SALARY | 66000 | | | 38600 | | | 30500 | | | 26000 | | | 26313 | | | 66000 | | |
| LOW SALARY | 16000 | | | 13000 | | | 10800 | | | 13629 | | | 9900 | | | 9900 | | |
| FAC MIX PCT | 0.37 | | | 0.31 | | | 0.28 | | | 0.03 | | | 0.05 | | | 1.00 | | |
| SALARY FACTOR | 0.93 | | | 0.92 | | | 0.94 | | | 0.87 | | | 0.93 | | | 0.97 | | |

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: BOTANY, GENERAL

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 31066 | 16 | 13 | 22926 | 14 | 14 | 18836 | 9 | 9 | | | | 18600 | 2 | 1 | 24994 | 41 | 25 |
| HIGH SALARY | 44300 | | | 32500 | | | 23375 | | | | | | 19900 | | | 44300 | | |
| LOW SALARY | 23796 | | | 15640 | | | 15136 | | | | | | 17300 | | | 15136 | | |
| FAC MIX PCT | 0.39 | | | 0.34 | | | 0.22 | | | | | | 0.05 | | | 1.00 | | |
| SALARY FACTOR | 0.93 | | | 0.89 | | | 0.90 | | | | | | 1.13 | | | 0.97 | | |

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: ZOOLOGY, GENERAL

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 27403 | 28 | 17 | 22918 | 30 | 21 | 17957 | 18 | 15 | 18367 | 3 | 3 | 17854 | 3 | 3 | 23185 | 79 | 30 |
| HIGH SALARY | 39750 | | | 32010 | | | 21500 | | | 21500 | | | 19688 | | | 39750 | | |
| LOW SALARY | 18900 | | | 17876 | | | 14420 | | | 15600 | | | 15000 | | | 14420 | | |
| FAC MIX PCT | 0.35 | | | 0.38 | | | 0.23 | | | 0.04 | | | 0.04 | | | 1.00 | | |
| SALARY FACTOR | 0.82 | | | 0.89 | | | 0.85 | | | 0.89 | | | 1.08 | | | 0.90 | | |

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS & MANAGEMENT

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 36690 | 263 | 52 | 28551 | 346 | 81 | 24275 | 360 | 88 | 23422 | 50 | 30 | 18034 | 94 | 42 | 28186 | 1063 | 111 |
| HIGH SALARY | 64200 | | | 42000 | | | 37000 | | | 36000 | | | 27100 | | | 64200 | | |
| LOW SALARY | 18763 | | | 15420 | | | 10800 | | | 16200 | | | 7431 | | | 7431 | | |
| FAC MIX PCT | 0.25 | | | 0.33 | | | 0.34 | | | 0.05 | | | 0.09 | | | 1.00 | | |
| SALARY FACTOR | 1.10 | | | 1.11 | | | 1.15 | | | 1.13 | | | 1.09 | | | 1.10 | | |

# FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: ACCOUNTING

| | PROFESSOR | | | ASSOC PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS |
| AVERAGE SALARY | 37379 | 117 | 50 | 29603 | 192 | 81 | 24026 | 278 | 111 | 21758 | 44 | 34 | 18212 | 70 | 48 | 27414 | 657 | 147 |
| HIGH SALARY | 77000 | | | 50500 | | | 41663 | | | 34000 | | | 31364 | | | 77000 | | |
| LOW SALARY | 18486 | | | 15000 | | | 13500 | | | 15250 | | | 14000 | | | 13500 | | |
| FAC MIX PCT | 0.18 | | | 0.29 | | | 0.42 | | | 0.07 | | | 0.11 | | | 1.00 | | |
| SALARY FACTOR | 1.12 | | | 1.15 | | | 1.14 | | | 1.05 | | | 1.11 | | | 1.07 | | |

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS MANAGEMENT AND ADMIN

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 36390 | 247 | 91 | 28834 | 358 | 116 | 23684 | 423 | 136 | 23838 | 74 | 47 | 18059 | 132 | 69 | 27338 | 1160 | 174 |
| HIGH SALARY | 73000 | | | 47000 | | | 37296 | | | 37296 | | | 29343 | | | 73000 | | |
| LOW SALARY | 19885 | | | 15420 | | | 10700 | | | 14400 | | | 6250 | | | 6250 | | |
| FAC MIX PCT | 0.21 | | | 0.31 | | | 0.36 | | | 0.06 | | | 0.11 | | | 1.00 | | |
| SALARY FACTOR | 1.09 | | | 1.12 | | | 1.13 | | | 1.15 | | | 1.10 | | | 1.06 | | |

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: MARKETING AND PURCHASING

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 31873 | 5 | 5 | 28570 | 3 | 2 | 24931 | 5 | 3 | 21500 | 1 | 1 | 25428 | 1 | 1 | 28225 | 14 | 6 |
| HIGH SALARY | 45780 | | | 34000 | | | 36360 | | | 21500 | | | 25428 | | | 45780 | | |
| LOW SALARY | 22500 | | | 19010 | | | 15568 | | | 21500 | | | 25428 | | | 15568 | | |
| FAC MIX PCT | 0.36 | | | 0.21 | | | 0.36 | | | 0.07 | | | 0.07 | | | 1.00 | | |
| SALARY FACTOR | 0.95 | | | 1.11 | | | 1.19 | | | 1.04 | | | 1.54 | | | 1.10 | | |

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: INSURANCE

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 42620 | 5 | 3 | 31825 | 4 | 2 | 29500 | 4 | 2 | 28000 | 1 | 1 | 15165 | 2 | 1 | 32582 | 15 | 5 |
| HIGH SALARY | 59000 | | | 34000 | | | 32000 | | | 28000 | | | 20460 | | | 59000 | | |
| LOW SALARY | 33000 | | | 29200 | | | 28000 | | | 28000 | | | 9900 | | | 9900 | | |
| FAC MIX PCT | 0.33 | | | 0.27 | | | 0.27 | | | 0.07 | | | 0.13 | | | 1.00 | | |
| SALARY FACTOR | 1.28 | | | 1.24 | | | 1.40 | | | 1.35 | | | 0.92 | | | 1.27 | | |

# FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: SECRETARIAL STUDIES

| | PROFESSOR | | | ASSOC PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS |
| AVERAGE SALARY | 22876 | 6 | 3 | 21939 | 25 | 14 | 17692 | 48 | 27 | | | | 13926 | 21 | 11 | 18273 | 100 | 37 |
| HIGH SALARY | 26985 | | | 28620 | | | 23458 | | | | | | 17400 | | | 28620 | | |
| LOW SALARY | 18359 | | | 16140 | | | 13356 | | | | | | 10700 | | | 10700 | | |
| FAC MIX PCT | 0.06 | | | 0.25 | | | 0.48 | | | | | | 0.21 | | | 1.00 | | |
| SALARY FACTOR | 0.69 | | | 0.85 | | | 0.84 | | | | | | 0.85 | | | 0.71 | | |

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: PERSONNEL MANAGEMENT

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 31856 | 1 | 1 | 27644 | 8 | 7 | 25097 | 5 | 4 | | | | | | | 27035 | 14 | 9 |
| HIGH SALARY | 31856 | | | 34000 | | | 31400 | | | | | | | | | 34000 | | |
| LOW SALARY | 31856 | | | 19766 | | | 19764 | | | | | | | | | 19764 | | |
| FAC MIX PCT | 0.07 | | | 0.57 | | | 0.36 | | | | | | | | | 1.00 | | |
| SALARY FACTOR | 0.95 | | | 1.07 | | | 1.19 | | | | | | | | | 1.05 | | |

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: LABOR AND INDUSTRIAL RELATIONS

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 33668 | 8 | 5 | 30750 | 2 | 2 | 39700 | 1 | 1 | | | | | | | 33686 | 11 | 8 |
| HIGH SALARY | 48000 | | | 32600 | | | 39700 | | | | | | | | | 48000 | | |
| LOW SALARY | 23485 | | | 28900 | | | 39700 | | | | | | | | | 23485 | | |
| FAC MIX PCT | 0.73 | | | 0.18 | | | 0.09 | | | | | | | | | 1.00 | | |
| SALARY FACTOR | 1.01 | | | 1.20 | | | 1.89 | | | | | | | | | 1.31 | | |

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 37465 | 167 | 74 | 27777 | 201 | 87 | 23456 | 245 | 97 | 22848 | 46 | 37 | 18882 | 62 | 39 | 27788 | 675 | 145 |
| HIGH SALARY | 70500 | | | 46600 | | | 37777 | | | 37777 | | | 31364 | | | 70500 | | |
| LOW SALARY | 19300 | | | 15637 | | | 12800 | | | 14000 | | | 9200 | | | 9200 | | |
| FAC MIX PCT | 0.25 | | | 0.30 | | | 0.36 | | | 0.07 | | | 0.09 | | | 1.00 | | |
| SALARY FACTOR | 1.12 | | | 1.08 | | | 1.12 | | | 1.10 | | | 1.15 | | | 1.08 | | |

# FACULTY SALARY SURVEY

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS

| | PROFESSOR | | | ASSOC PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS |
| AVERAGE SALARY | 31064 | 76 | 43 | 25404 | 117 | 61 | 19924 | 176 | 78 | 18079 | 20 | 18 | 14923 | 72 | 44 | 22481 | 441 | 112 |
| HIGH SALARY | 51700 | | | 45100 | | | 29717 | | | 25000 | | | 22496 | | | 51700 | | |
| LOW SALARY | 16680 | | | 15420 | | | 13750 | | | 13750 | | | 9900 | | | 9900 | | |
| FAC MIX PCT | 0.17 | | | 0.27 | | | 0.40 | | | 0.05 | | | 0.16 | | | 1.00 | | |
| SALARY FACTOR | 0.93 | | | 0.99 | | | 0.95 | | | 0.87 | | | 0.91 | | | 0.87 | | |

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: JOURNALISM (PRINTED MEDIA)

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 31269 | 28 | 16 | 27837 | 41 | 20 | 19424 | 53 | 30 | 18532 | 11 | 9 | 16434 | 17 | 12 | 23926 | 139 | 42 |
| HIGH SALARY | 44720 | | | 37458 | | | 29160 | | | 22314 | | | 20223 | | | 44720 | | |
| LOW SALARY | 19850 | | | 19750 | | | 12770 | | | 13500 | | | 13000 | | | 12770 | | |
| FAC MIX PCT | 0.20 | | | 0.29 | | | 0.38 | | | 0.08 | | | 0.12 | | | 1.00 | | |
| SALARY FACTOR | 0.94 | | | 1.08 | | | 0.92 | | | 0.89 | | | 1.00 | | | 0.93 | | |

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATION MEDIA

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 34619 | 12 | 7 | 26692 | 19 | 11 | 20672 | 36 | 17 | 19000 | 2 | 2 | 17363 | 12 | 9 | 23736 | 79 | 27 |
| HIGH SALARY | 45000 | | | 32750 | | | 29873 | | | 19500 | | | 26483 | | | 45000 | | |
| LOW SALARY | 26538 | | | 21800 | | | 13500 | | | 18500 | | | 14000 | | | 13500 | | |
| FAC MIX PCT | 0.15 | | | 0.24 | | | 0.46 | | | 0.03 | | | 0.15 | | | 1.00 | | |
| SALARY FACTOR | 1.04 | | | 1.04 | | | 0.98 | | | 0.92 | | | 1.05 | | | 0.92 | | |

DISCIPLINE: COMPUTER & INFO SCIENCES
MAJOR FIELD: COMPUTER & INFO SCIENCE

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 36483 | 91 | 43 | 28439 | 123 | 64 | 23394 | 196 | 99 | 22399 | 49 | 35 | 18512 | 86 | 53 | 26200 | 496 | 142 |
| HIGH SALARY | 72000 | | | 41400 | | | 36990 | | | 35000 | | | 27000 | | | 72000 | | |
| LOW SALARY | 18168 | | | 16650 | | | 12000 | | | 12000 | | | 9900 | | | 9900 | | |
| FAC MIX PCT | 0.18 | | | 0.25 | | | 0.40 | | | 0.10 | | | 0.17 | | | 1.00 | | |
| SALARY FACTOR | 1.09 | | | 1.11 | | | 1.11 | | | 1.08 | | | 1.12 | | | 1.02 | | |

# FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION

| | PROFESSOR | | | ASSOC PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS |
| AVERAGE SALARY | 29693 | 350 | 137 | 23469 | 398 | 153 | 19733 | 394 | 154 | 18103 | 30 | 24 | 16143 | 91 | 52 | 23501 | 1233 | 205 |
| HIGH SALARY | 56200 | | | 38000 | | | 32018 | | | 23300 | | | 27000 | | | 56200 | | |
| LOW SALARY | 14538 | | | 2200 | | | 12500 | | | 12500 | | | 8514 | | | 2200 | | |
| FAC MIX PCT | 0.28 | | | 0.32 | | | 0.32 | | | 0.02 | | | 0.07 | | | 1.00 | | |
| SALARY FACTOR | 0.89 | | | 0.91 | | | 0.94 | | | 0.87 | | | 0.98 | | | 0.91 | | |

DISCIPLINE: EDUCATION
MAJOR FIELD: ELEMENTARY EDUCATION, GENERAL

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 25941 | 54 | 37 | 21945 | 62 | 39 | 17894 | 83 | 52 | 16633 | 4 | 3 | 14292 | 26 | 18 | 20525 | 225 | 92 |
| HIGH SALARY | 39510 | | | 34700 | | | 27875 | | | 19862 | | | 17275 | | | 39510 | | |
| LOW SALARY | 14100 | | | 14500 | | | 12500 | | | 14000 | | | 11209 | | | 11209 | | |
| FAC MIX PCT | 0.24 | | | 0.28 | | | 0.37 | | | 0.02 | | | 0.12 | | | .00 | | |
| SALARY FACTOR | 0.78 | | | 0.85 | | | 0.85 | | | 0.80 | | | 0.87 | | | 0.80 | | |

DISCIPLINE: EDUCATION
MAJOR FIELD: SECONDARY EDUCATION, GENERAL

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 26911 | 27 | 24 | 22251 | 45 | 25 | 18154 | 26 | 20 | 16333 | 3 | 2 | 14150 | 2 | 1 | 22282 | 100 | 55 |
| HIGH SALARY | 49509 | | | 31150 | | | 26350 | | | 17000 | | | 14300 | | | 49509 | | |
| LOW SALARY | 18748 | | | 14470 | | | 15000 | | | 15000 | | | 14000 | | | 14000 | | |
| FAC MIX PCT | 0.27 | | | 0.45 | | | 0.26 | | | 0.03 | | | 0.02 | | | 1.00 | | |
| SALARY FACTOR | 0.81 | | | 0.87 | | | 0.86 | | | 0.79 | | | 0.86 | | | 0.87 | | |

DISCIPLINE: EDUCATION
MAJOR FIELD: HIGHER EDUCATION, GENERAL

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 28268 | 7 | 5 | 26333 | 5 | 3 | 22399 | 8 | 7 | 22000 | 1 | 1 | | | | 25436 | 20 | 9 |
| HIGH SALARY | 36038 | | | 34454 | | | 28753 | | | 22000 | | | | | | 36038 | | |
| LOW SALARY | 19355 | | | 17142 | | | 16400 | | | 22000 | | | | | | 16400 | | |
| FAC MIX PCT | 0.35 | | | 0.25 | | | 0.40 | | | 0.05 | | | | | | 1.00 | | |
| SALARY FACTOR | 0.85 | | | 1.02 | | | 1.06 | | | 1.06 | | | | | | 0.99 | | |

# FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: SPECIAL EDUCATION, GENERAL

| | PROFESSOR | | | ASSOC PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS |
| AVERAGE SALARY | 29912 | 25 | 16 | 22505 | 36 | 23 | 17819 | 54 | 33 | 17000 | 2 | 2 | 16100 | 16 | 13 | 21204 | 131 | 51 |
| HIGH SALARY | 42600 | | | 30690 | | | 23270 | | | 18000 | | | 20460 | | | 42600 | | |
| LOW SALARY | 18750 | | | 14000 | | | 10800 | | | 16000 | | | 9900 | | | 9900 | | |
| FAC MIX PCT | 0.19 | | | 0.27 | | | 0.41 | | | 0.02 | | | 0.12 | | | 1.00 | | |
| SALARY FACTOR | 0.90 | | | 0.88 | | | 0.85 | | | 0.82 | | | 0.98 | | | 0.83 | | |

DISCIPLINE: EDUCATION
MAJOR FIELD: STUDENT PERSONNEL

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 30769 | 18 | 12 | 25092 | 34 | 17 | 21605 | 17 | 9 | 19643 | 4 | 3 | 15792 | 3 | 3 | 25300 | 72 | 21 |
| HIGH SALARY | 44233 | | | 33795 | | | 30203 | | | 20500 | | | 17000 | | | 44233 | | |
| LOW SALARY | 19688 | | | 18150 | | | 16380 | | | 18150 | | | 14663 | | | 14663 | | |
| FAC MIX PCT | 0.25 | | | 0.47 | | | 0.24 | | | 0.06 | | | 0.04 | | | 1.00 | | |
| SALARY FACTOR | 0.92 | | | 0.98 | | | 1.03 | | | 0.95 | | | 0.96 | | | 0.98 | | |

DISCIPLINE: EDUCATION
MAJOR FIELD: CURRICULUM AND INSTRUCTION

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 36102 | 22 | 9 | 28806 | 35 | 6 | 20924 | 19 | 9 | 22500 | 4 | 3 | 14857 | 2 | 2 | 28586 | 78 | 14 |
| HIGH SALARY | 53600 | | | 36155 | | | 27725 | | | 24000 | | | 15713 | | | 53600 | | |
| LOW SALARY | 19688 | | | 18008 | | | 16367 | | | 20000 | | | 14000 | | | 14000 | | |
| FAC MIX PCT | 0.28 | | | 0.45 | | | 0.24 | | | 0.05 | | | 0.03 | | | 1.00 | | |
| SALARY FACTOR | 1.08 | | | 1.12 | | | 0.99 | | | 1.09 | | | 0.90 | | | 1.11 | | |

DISCIPLINE: EDUCATION
MAJOR FIELD: READING EDUCATION

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 32299 | 14 | 8 | 26128 | 15 | 9 | 17283 | 21 | 16 | 20100 | 3 | 3 | 14043 | 12 | 9 | 22186 | 62 | 31 |
| HIGH SALARY | 47213 | | | 33248 | | | 24000 | | | 24000 | | | 17120 | | | 47213 | | |
| LOW SALARY | 22300 | | | 18100 | | | 8135 | | | 13800 | | | 12000 | | | 8135 | | |
| FAC MIX PCT | 0.23 | | | 0.24 | | | 0.34 | | | 0.05 | | | 0.19 | | | 1.00 | | |
| SALARY FACTOR | 0.97 | | | 1.02 | | | 0.82 | | | 0.97 | | | 0.85 | | | 0.86 | | |

# FACULTY SALARY SURVEY

## DISCIPLINE: EDUCATION
## MAJOR FIELD: VOCATIONAL, AND TECHNICAL EDUCATION

| | PROFESSOR | | | ASSOC PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS |
| AVERAGE SALARY | 22652 | 4 | 4 | 20802 | 7 | 5 | 19908 | 3 | 2 | | | | 15612 | 2 | 2 | 20447 | 16 | 7 |
| HIGH SALARY | 30240 | | | 28830 | | | 25325 | | | | | | 15635 | | | 30240 | | |
| LOW SALARY | 19688 | | | 17043 | | | 15500 | | | | | | 15588 | | | 15500 | | |
| FAC MIX PCT | 0.25 | | | 0.44 | | | 0.19 | | | | | | 0.13 | | | 1.00 | | |
| SALARY FACTOR | 0.68 | | | 0.81 | | | 0.95 | | | | | | 0.95 | | | 0.80 | | |

## DISCIPLINE: ENGINEERING
## MAJOR FIELD: ENGINEERING

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 41179 | 613 | 33 | 29923 | 417 | 34 | 26860 | 332 | 37 | 26533 | 51 | 19 | 20621 | 45 | 17 | 33806 | 1407 | 38 |
| HIGH SALARY | 84500 | | | 44000 | | | 51000 | | | 51000 | | | 35000 | | | 84500 | | |
| LOW SALARY | 21000 | | | 15000 | | | 17250 | | | 17500 | | | 13200 | | | 13200 | | |
| FAC MIX PCT | 0.44 | | | 0.30 | | | 0.24 | | | 0.04 | | | 0.03 | | | 1.00 | | |
| SALARY FACTOR | 1.23 | | | 1.16 | | | 1.28 | | | 1.28 | | | 1.25 | | | 1.32 | | |

## DISCIPLINE: FINE & APPLIED ARTS
## MAJOR FIELD: FINE & APPLIED ARTS

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 28871 | 142 | 70 | 23187 | 247 | 97 | 18898 | 216 | 90 | 18997 | 28 | 19 | 15807 | 52 | 36 | 22421 | 657 | 130 |
| HIGH SALARY | 48703 | | | 32500 | | | 31400 | | | 24420 | | | 24000 | | | 48703 | | |
| LOW SALARY | 16725 | | | 8856 | | | 11500 | | | 11500 | | | 9000 | | | 8856 | | |
| FAC MIX PCT | 0.22 | | | 0.38 | | | 0.33 | | | 0.04 | | | 0.08 | | | 1.00 | | |
| SALARY FACTOR | 0.86 | | | 0.90 | | | 0.90 | | | 0.92 | | | 0.96 | | | 0.87 | | |

## DISCIPLINE: FINE & APPLIED ARTS
## MAJOR FIELD: ART

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 28996 | 68 | 37 | 22032 | 66 | 44 | 18025 | 79 | 48 | 17250 | 12 | 8 | 14722 | 15 | 13 | 22239 | 228 | 78 |
| HIGH SALARY | 41227 | | | 31625 | | | 25100 | | | 22000 | | | 23499 | | | 41227 | | |
| LOW SALARY | 18000 | | | 12210 | | | 10497 | | | 14000 | | | 12000 | | | 10497 | | |
| FAC MIX PCT | 0.30 | | | 0.29 | | | 0.35 | | | 0.05 | | | 0.07 | | | 1.00 | | |
| SALARY FACTOR | 0.87 | | | 0.86 | | | 0.86 | | | 0.83 | | | 0.89 | | | 0.87 | | |

# FACULTY SALARY SURVEY

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: MUSIC (LIBERAL ARTS PROGRAM)

| | PROFESSOR | | | ASSOC PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS |
| AVERAGE SALARY | 28330 | 366 | 143 | 22563 | 358 | 142 | 18623 | 438 | 155 | 18148 | 43 | 35 | 15495 | 129 | 77 | 22155 | 1291 | 208 |
| HIGH SALARY | 56100 | | | 38700 | | | 27434 | | | 23000 | | | 30700 | | | 56100 | | |
| LOW SALARY | 15700 | | | 13178 | | | 6133 | | | 12500 | | | 8000 | | | 6133 | | |
| FAC MIX PCT | 0.28 | | | 0.28 | | | 0.34 | | | 0.03 | | | 0.10 | | | 1.00 | | |
| SALARY FACTOR | 0.85 | | | 0.88 | | | 0.89 | | | 0.88 | | | 0.94 | | | 0.86 | | |

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: DRAMATIC ARTS

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 29235 | 67 | 47 | 23957 | 80 | 47 | 18754 | 159 | 89 | 18691 | 30 | 23 | 14761 | 53 | 39 | 21280 | 359 | 122 |
| HIGH SALARY | 49091 | | | 33764 | | | 28521 | | | 40900 | | | 23548 | | | 49091 | | |
| LOW SALARY | 18800 | | | 16712 | | | 8800 | | | 12375 | | | 8000 | | | 8000 | | |
| FAC MIX PCT | 0.19 | | | 0.22 | | | 0.44 | | | 0.08 | | | 0.15 | | | 1.00 | | |
| SALARY FACTOR | 0.88 | | | 0.93 | | | 0.89 | | | 0.90 | | | 0.90 | | | 0.83 | | |

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: DANCE

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 29054 | 10 | 7 | 21360 | 12 | 9 | 18816 | 22 | 14 | 19000 | 1 | 1 | 14655 | 8 | 7 | 20732 | 52 | 27 |
| HIGH SALARY | 42890 | | | 26000 | | | 25500 | | | 19000 | | | 20665 | | | 42890 | | |
| LOW SALARY | 20500 | | | 17150 | | | 13860 | | | 19000 | | | 8000 | | | 8000 | | |
| FAC MIX PCT | 0.19 | | | 0.23 | | | 0.42 | | | 0.02 | | | 0.15 | | | 1.00 | | |
| SALARY FACTOR | 0.87 | | | 0.83 | | | 0.89 | | | 0.92 | | | 0.89 | | | 0.81 | | |

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: APPLIED DESIGN

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 26662 | 26 | 9 | 23028 | 27 | 10 | 18466 | 35 | 14 | 16000 | 2 | 2 | 14667 | 8 | 8 | 21652 | 96 | 24 |
| HIGH SALARY | 37780 | | | 30000 | | | 25477 | | | 16000 | | | 16762 | | | 37780 | | |
| LOW SALARY | 17328 | | | 15400 | | | 12000 | | | 16000 | | | 10500 | | | 10500 | | |
| FAC MIX PCT | 0.27 | | | 0.28 | | | 0.36 | | | 0.02 | | | 0.08 | | | 1.00 | | |
| SALARY FACTOR | 0.80 | | | 0.90 | | | 0.88 | | | 0.77 | | | 0.89 | | | 0.84 | | |

# FACULTY SALARY SURVEY

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANGUAGES

| | PROFESSOR | | | ASSOC PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS |
| AVERAGE SALARY | 31445 | 363 | 148 | 24343 | 469 | 163 | 19635 | 446 | 168 | 16941 | 49 | 30 | 15491 | 105 | 59 | 24016 | 1383 | 228 |
| HIGH SALARY | 56400 | | | 38918 | | | 32005 | | | 23000 | | | 23500 | | | 56400 | | |
| LOW SALARY | 16000 | | | 13610 | | | 10000 | | | 10000 | | | 9000 | | | 9000 | | |
| FAC MIX PCT | 0.26 | | | 0.34 | | | 0.32 | | | 0.04 | | | 0.08 | | | 1.00 | | |
| SALARY FACTOR | 0.94 | | | 0.95 | | | 0.93 | | | 0.82 | | | 0.94 | | | 0.93 | | |

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: HEALTH PROFESSIONS

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 51477 | 210 | 14 | 40869 | 298 | 22 | 31283 | 426 | 27 | 36406 | 52 | 11 | 22044 | 111 | 25 | 37093 | 1045 | 34 |
| HIGH SALARY | 89000 | | | 97000 | | | 58800 | | | 81800 | | | 54000 | | | 97000 | | |
| LOW SALARY | 22300 | | | 18011 | | | 14050 | | | 18000 | | | 11374 | | | 11374 | | |
| FAC MIX PCT | 0.20 | | | 0.29 | | | 0.41 | | | 0.05 | | | 0.11 | | | 1.00 | | |
| SALARY FACTOR | 1.54 | | | 1.59 | | | 1.49 | | | 1.76 | | | 1.34 | | | 1.44 | | |

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: HOSPITAL AND HEALTH CARE ADMIN

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 33229 | 8 | 4 | 30039 | 14 | 8 | 23378 | 18 | 10 | 23880 | 5 | 4 | 16679 | 4 | 4 | 26680 | 44 | 15 |
| HIGH SALARY | 45600 | | | 37000 | | | 36200 | | | 34000 | | | 17565 | | | 45600 | | |
| LOW SALARY | 21383 | | | 21800 | | | 15000 | | | 15000 | | | 16300 | | | 15000 | | |
| FAC MIX PCT | 0.18 | | | 0.32 | | | 0.41 | | | 0.11 | | | 0.09 | | | 1.00 | | |
| SALARY FACTOR | 1.00 | | | 1.17 | | | 1.11 | | | 1.15 | | | 1.01 | | | 1.04 | | |

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: NURSING-BACCALAUREATE & HIGHER PGMS

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 29334 | 71 | 41 | 23716 | 269 | 71 | 19082 | 673 | 103 | 18726 | 55 | 33 | 15742 | 380 | 77 | 19588 | 1393 | 108 |
| HIGH SALARY | 48050 | | | 42400 | | | 32400 | | | 24000 | | | 23980 | | | 48050 | | |
| LOW SALARY | 16083 | | | 15420 | | | 13000 | | | 14151 | | | 7800 | | | 7800 | | |
| FAC MIX PCT | 0.05 | | | 0.19 | | | 0.48 | | | 0.04 | | | 0.27 | | | 1.00 | | |
| SALARY FACTOR | 0.88 | | | 0.92 | | | 0.91 | | | 0.90 | | | 0.96 | | | 0.76 | | |

# FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: SPEECH PATHOLOGY AND AUDIOLOGY

| | PROFESSOR | | | ASSOC PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS |
| AVERAGE SALARY | 33398 | 17 | 9 | 24952 | 43 | 20 | 19832 | 39 | 19 | 20189 | 5 | 4 | 16633 | 16 | 9 | 23307 | 115 | 25 |
| HIGH SALARY | 40191 | | | 33367 | | | 28400 | | | 28400 | | | 25079 | | | 40191 | | |
| LOW SALARY | 23952 | | | 16500 | | | 13000 | | | 13000 | | | 12150 | | | 12150 | | |
| FAC MIX PCT | 0.15 | | | 0.37 | | | 0.34 | | | 0.04 | | | 0.14 | | | 1.00 | | |
| SALARY FACTOR | 1.00 | | | 0.97 | | | 0.94 | | | 0.97 | | | 1.01 | | | 0.91 | | |

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: HOME ECONOMICS

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 27809 | 19 | 13 | 22293 | 52 | 26 | 18423 | 78 | 42 | 18750 | 2 | 2 | 15002 | 44 | 32 | 19610 | 193 | 53 |
| HIGH SALARY | 37880 | | | 30440 | | | 27250 | | | 19500 | | | 21666 | | | 37880 | | |
| LOW SALARY | 16258 | | | 16505 | | | 13700 | | | 18000 | | | 10562 | | | 10562 | | |
| FAC MIX PCT | 0.10 | | | 0.27 | | | 0.40 | | | 0.01 | | | 0.23 | | | 1.00 | | |
| SALARY FACTOR | 0.83 | | | 0.87 | | | 0.88 | | | 0.90 | | | 0.91 | | | 0.76 | | |

DISCIPLINE: LETTERS
MAJOR FIELD: LETTERS

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 30737 | 190 | 56 | 24136 | 171 | 46 | 19492 | 148 | 45 | 17783 | 20 | 13 | 14785 | 24 | 18 | 24778 | 533 | 65 |
| HIGH SALARY | 54000 | | | 35691 | | | 28209 | | | 23000 | | | 17334 | | | 54000 | | |
| LOW SALARY | 15848 | | | 13500 | | | 14170 | | | 15000 | | | 11880 | | | 11880 | | |
| FAC MIX PCT | 0.36 | | | 0.32 | | | 0.28 | | | 0.04 | | | 0.05 | | | 1.00 | | |
| SALARY FACTOR | 0.92 | | | 0.94 | | | 0.93 | | | 0.86 | | | 0.90 | | | 0.96 | | |

DISCIPLINE: LETTERS
MAJOR FIELD: ENGLISH, GENERAL

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 30917 | 621 | 186 | 23591 | 619 | 206 | 19001 | 549 | 197 | 17061 | 64 | 47 | 15327 | 153 | 79 | 23985 | 1942 | 245 |
| HIGH SALARY | 58600 | | | 38674 | | | 30203 | | | 21800 | | | 24935 | | | 58600 | | |
| LOW SALARY | 14350 | | | 13740 | | | 11000 | | | 11000 | | | 10815 | | | 10815 | | |
| FAC MIX PCT | 0.32 | | | 0.32 | | | 0.28 | | | 0.03 | | | 0.08 | | | 1.00 | | |
| SALARY FACTOR | 0.93 | | | 0.92 | | | 0.90 | | | 0.82 | | | 0.93 | | | 0.93 | | |

# FACULTY SALARY SURVEY

DISCIPLINE: LIBRARY SCIENCE
MAJOR FIELD: LIBRARY SCIENCE

| | PROFESSOR | | | ASSOC PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS |
| AVERAGE SALARY | 32876 | 28 | 8 | 25703 | 40 | 16 | 18796 | 54 | 28 | 19125 | 4 | 4 | 14912 | 16 | 14 | 23204 | 138 | 31 |
| HIGH SALARY | 45000 | | | 33950 | | | 30040 | | | 23000 | | | 22517 | | | 45000 | | |
| LOW SALARY | 20352 | | | 14963 | | | 10140 | | | 16000 | | | 10800 | | | 10140 | | |
| FAC MIX PCT | 0.20 | | | 0.29 | | | 0.39 | | | 0.03 | | | 0.12 | | | 1.00 | | |
| SALARY FACTOR | 0.98 | | | 1.00 | | | 0.89 | | | 0.92 | | | 0.91 | | | 0.90 | | |

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 33970 | 466 | 164 | 24967 | 459 | 195 | 20612 | 470 | 184 | 20641 | 72 | 51 | 16191 | 131 | 82 | 25621 | 1526 | 273 |
| HIGH SALARY | 68500 | | | 41800 | | | 33795 | | | 32000 | | | 25300 | | | 68500 | | |
| LOW SALARY | 18400 | | | 14000 | | | 10800 | | | 13860 | | | 9900 | | | 9900 | | |
| FAC MIX PCT | 0.31 | | | 0.30 | | | 0.31 | | | 0.05 | | | 0.09 | | | 1.00 | | |
| SALARY FACTOR | 1.02 | | | 0.97 | | | 0.98 | | | 1.00 | | | 0.98 | | | 1.00 | | |

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCE

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 39245 | 167 | 28 | 27866 | 91 | 24 | 22900 | 66 | 16 | 20786 | 7 | 5 | 15617 | 13 | 8 | 32059 | 337 | 42 |
| HIGH SALARY | 85000 | | | 35500 | | | 30750 | | | 26000 | | | 18857 | | | 85000 | | |
| LOW SALARY | 20100 | | | 18460 | | | 16200 | | | 17000 | | | 12000 | | | 12000 | | |
| FAC MIX PCT | 0.50 | | | 0.27 | | | 0.20 | | | 0.02 | | | 0.04 | | | 1.00 | | |
| SALARY FACTOR | 1.18 | | | 1.08 | | | 1.09 | | | 1.00 | | | 0.95 | | | 1.25 | | |

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS, GENERAL

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 35521 | 345 | 117 | 26430 | 164 | 92 | 21184 | 149 | 92 | 20606 | 20 | 17 | 16090 | 19 | 16 | 29618 | 677 | 173 |
| HIGH SALARY | 64502 | | | 37708 | | | 32100 | | | 25000 | | | 23300 | | | 64502 | | |
| LOW SALARY | 17865 | | | 15420 | | | 13716 | | | 17000 | | | 7800 | | | 7800 | | |
| FAC MIX PCT | 0.51 | | | 0.24 | | | 0.22 | | | 0.03 | | | 0.03 | | | 1.00 | | |
| SALARY FACTOR | 1.06 | | | 1.03 | | | 1.01 | | | 0.99 | | | 0.98 | | | 1.15 | | |

# FACULTY SALARY SURVEY

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: CHEMISTRY, GENERAL

| | PROFESSOR | | | ASSOC PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS |
| AVERAGE SALARY | 32127 | 492 | 192 | 24188 | 284 | 156 | 19698 | 231 | 139 | 18975 | 48 | 42 | 14794 | 33 | 28 | 26648 | 1040 | 251 |
| HIGH SALARY | 75000 | | | 37000 | | | 28000 | | | 27000 | | | 24000 | | | 75000 | | |
| LOW SALARY | 16680 | | | 13500 | | | 10800 | | | 13000 | | | 9900 | | | 9900 | | |
| FAC MIX PCT | 0.47 | | | 0.27 | | | 0.22 | | | 0.05 | | | 0.03 | | | 1.00 | | |
| SALARY FACTOR | 0.96 | | | 0.94 | | | 0.94 | | | 0.92 | | | 0.90 | | | 1.04 | | |

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: GEOLOGY

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 36502 | 69 | 30 | 26519 | 39 | 29 | 21496 | 54 | 33 | 21293 | 14 | 10 | 18789 | 6 | 5 | 28729 | 168 | 47 |
| HIGH SALARY | 60000 | | | 34900 | | | 29200 | | | 26000 | | | 23186 | | | 60000 | | |
| LOW SALARY | 20000 | | | 18743 | | | 15350 | | | 17500 | | | 15600 | | | 15350 | | |
| FAC MIX PCT | 0.41 | | | 0.23 | | | 0.32 | | | 0.08 | | | 0.04 | | | 1.00 | | |
| SALARY FACTOR | 1.09 | | | 1.03 | | | 1.02 | | | 1.03 | | | 1.14 | | | 1.12 | | |

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 31698 | 449 | 180 | 24612 | 425 | 191 | 19592 | 398 | 182 | 19061 | 65 | 46 | 15701 | 37 | 30 | 25264 | 1309 | 261 |
| HIGH SALARY | 86000 | | | 37700 | | | 29750 | | | 24900 | | | 23733 | | | 86000 | | |
| LOW SALARY | 17900 | | | 14790 | | | 11480 | | | 14500 | | | 10789 | | | 10789 | | |
| FAC MIX PCT | 0.34 | | | 0.32 | | | 0.30 | | | 0.05 | | | 0.03 | | | 1.00 | | |
| SALARY FACTOR | 0.95 | | | 0.96 | | | 0.93 | | | 0.92 | | | 0.95 | | | 0.98 | | |

DISCIPLINE: PUBLIC AFFAIRS & SERVICES
MAJOR FIELD: PUBLIC AFFAIRS & SERVICES

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 37495 | 7 | 3 | 26090 | 12 | 9 | 20318 | 22 | 14 | 19000 | 1 | 1 | 14518 | 5 | 4 | 23807 | 46 | 18 |
| HIGH SALARY | 43828 | | | 40097 | | | 26620 | | | 19000 | | | 16040 | | | 43828 | | |
| LOW SALARY | 29491 | | | 18950 | | | 14200 | | | 19000 | | | 12000 | | | 12000 | | |
| FAC MIX PCT | 0.15 | | | 0.26 | | | 0.48 | | | 0.02 | | | 0.11 | | | 1.00 | | |
| SALARY FACTOR | 1.12 | | | 1.01 | | | 0.97 | | | 0.92 | | | 0.88 | | | 0.93 | | |

# FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCES

| | PROFESSOR | | | ASSOC PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS |
| AVERAGE SALARY | 35899 | 199 | 45 | 24645 | 239 | 74 | 20519 | 246 | 69 | 18508 | 16 | 11 | 15516 | 54 | 20 | 25636 | 738 | 93 |
| HIGH SALARY | 70500 | | | 38400 | | | 32667 | | | 22970 | | | 28800 | | | 70500 | | |
| LOW SALARY | 19609 | | | 14400 | | | 10800 | | | 15000 | | | 9900 | | | 9900 | | |
| FAC MIX PCT | 0.27 | | | 0.32 | | | 0.33 | | | 0.02 | | | 0.07 | | | 1.00 | | |
| SALARY FACTOR | 1.08 | | | 0.96 | | | 0.98 | | | 0.89 | | | 0.94 | | | 1.00 | | |

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 36498 | 56 | 23 | 25909 | 72 | 37 | 20354 | 48 | 25 | 18090 | 8 | 8 | 14760 | 2 | 2 | 27617 | 178 | 55 |
| HIGH SALARY | 55000 | | | 33000 | | | 26000 | | | 20000 | | | 15060 | | | 55000 | | |
| LOW SALARY | 19915 | | | 17750 | | | 13909 | | | 15750 | | | 14460 | | | 13909 | | |
| FAC MIX PCT | 0.31 | | | 0.40 | | | 0.27 | | | 0.04 | | | 0.01 | | | 1.00 | | |
| SALARY FACTOR | 1.09 | | | 1.01 | | | 0.97 | | | 0.87 | | | 0.90 | | | 1.07 | | |

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 30895 | 512 | 196 | 24751 | 385 | 172 | 19307 | 243 | 134 | 18629 | 35 | 27 | 15264 | 26 | 22 | 26102 | 1166 | 250 |
| HIGH SALARY | 67000 | | | 39703 | | | 29500 | | | 31100 | | | 23355 | | | 67000 | | |
| LOW SALARY | 16000 | | | 12288 | | | 13399 | | | 14000 | | | 11000 | | | 11000 | | |
| FAC MIX PCT | 0.44 | | | 0.33 | | | 0.21 | | | 0.03 | | | 0.02 | | | 1.00 | | |
| SALARY FACTOR | 0.93 | | | 0.96 | | | 0.92 | | | 0.90 | | | 0.93 | | | 1.02 | | |

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: GEOGRAPHY

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 35248 | 34 | 16 | 26341 | 42 | 22 | 21231 | 24 | 16 | 18000 | 1 | 1 | 16500 | 3 | 2 | 27804 | 103 | 30 |
| HIGH SALARY | 56512 | | | 33766 | | | 25000 | | | 18000 | | | 18500 | | | 56512 | | |
| LOW SALARY | 20100 | | | 19925 | | | 14420 | | | 18000 | | | 13500 | | | 13500 | | |
| FAC MIX PCT | 0.33 | | | 0.41 | | | 0.23 | | | 0.01 | | | 0.03 | | | 1.00 | | |
| SALARY FACTOR | 1.06 | | | 1.02 | | | 1.01 | | | 0.87 | | | 1.00 | | | 1.08 | | |

# FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE AND GOVERNMENT

| | PROFESSOR | | | ASSOC PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS |
| AVERAGE SALARY | 32413 | 253 | 123 | 25631 | 233 | 123 | 20195 | 222 | 115 | 18552 | 44 | 33 | 17389 | 35 | 25 | 25928 | 743 | 202 |
| HIGH SALARY | 60000 | | | 39752 | | | 31800 | | | 26100 | | | 23466 | | | 60000 | | |
| LOW SALARY | 16000 | | | 14500 | | | 13500 | | | 13500 | | | 12000 | | | 12000 | | |
| FAC MIX PCT | 0.34 | | | 0.31 | | | 0.30 | | | 0.06 | | | 0.05 | | | 1.00 | | |
| SALARY FACTOR | 0.97 | | | 1.00 | | | 0.96 | | | 0.90 | | | 1.06 | | | 1.01 | | |

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 32514 | 217 | 120 | 24119 | 282 | 151 | 19312 | 297 | 148 | 18841 | 33 | 28 | 15772 | 37 | 32 | 24221 | 833 | 223 |
| HIGH SALARY | 60000 | | | 42000 | | | 27000 | | | 34200 | | | 20085 | | | 60000 | | |
| LOW SALARY | 17700 | | | 13000 | | | 13000 | | | 15000 | | | 11000 | | | 11000 | | |
| FAC MIX PCT | 0.26 | | | 0.34 | | | 0.36 | | | 0.04 | | | 0.04 | | | 1.00 | | |
| SALARY FACTOR | 0.97 | | | 0.94 | | | 0.92 | | | 0.91 | | | 0.96 | | | 0.94 | | |

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: INTERNATIONAL RELATIONS

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 37188 | 42 | 7 | 29203 | 20 | 6 | 23552 | 10 | 5 | | | | | | | 33076 | 72 | 9 |
| HIGH SALARY | 55000 | | | 36575 | | | 34200 | | | | | | | | | 55000 | | |
| LOW SALARY | 27900 | | | 22200 | | | 19100 | | | | | | | | | 19100 | | |
| FAC MIX PCT | 0.58 | | | 0.28 | | | 0.14 | | | | | | | | | 1.00 | | |
| SALARY FACTOR | 1.11 | | | 1.14 | | | 1.12 | | | | | | | | | 1.29 | | |

DISCIPLINE: THEOLOGY
MAJOR FIELD: THEOLOGY

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 28807 | 358 | 127 | 23757 | 331 | 127 | 19402 | 284 | 118 | 18642 | 28 | 23 | 15700 | 66 | 41 | 23795 | 1039 | 187 |
| HIGH SALARY | 53000 | | | 36155 | | | 29700 | | | 26136 | | | 20570 | | | 53000 | | |
| LOW SALARY | 14328 | | | 10860 | | | 8988 | | | 14500 | | | 7896 | | | 7896 | | |
| FAC MIX PCT | 0.34 | | | 0.32 | | | 0.27 | | | 0.03 | | | 0.06 | | | 1.00 | | |
| SALARY FACTOR | 0.86 | | | 0.92 | | | 0.92 | | | 0.90 | | | 0.95 | | | 0.93 | | |

# FACULTY SALARY SURVEY

DISCIPLINE: INTERDISCIPLINARY STUDIES
MAJOR FIELD: INTERDISCIPLINARY STUDIES

| | PROFESSOR | | | ASSOC PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS | SALARY | NUM | N/IS |
| AVERAGE SALARY | 30332 | 22 | 15 | 23038 | 30 | 15 | 19348 | 30 | 17 | 16902 | 4 | 4 | 16573 | 14 | 6 | 22613 | 96 | 28 |
| HIGH SALARY | 37380 | | | 33561 | | | 31299 | | | 20109 | | | 20000 | | | 37380 | | |
| LOW SALARY | 20618 | | | 13374 | | | 15000 | | | 15000 | | | 13387 | | | 13374 | | |
| FAC MIX PCT | 0.23 | | | 0.31 | | | 0.31 | | | 0.04 | | | 0.15 | | | 1.00 | | |
| SALARY FACTOR | 0.91 | | | 0.90 | | | 0.92 | | | 0.82 | | | 1.01 | | | 0.88 | | |

DISCIPLINE: ALL DISCIPLINE AVERAGES
MAJOR FIELD: ALL MAJOR FIELDS

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVERAGE SALARY | 33391 | 8631 | | 25718 | 8861 | | 21033 | 9409 | | 20723 | 1235 | | 16474 | 2463 | | 25697 | 29364 | |
| HIGH SALARY | 89000 | | | 97000 | | | 58800 | | | 81800 | | | 54000 | | | 97000 | | |
| LOW SALARY | 10000 | | | 2200 | | | 6133 | | | 10000 | | | 6250 | | | 2200 | | |
| FAC MIX PCT | 0.29 | | | 0.30 | | | 0.32 | | | 0.04 | | | 0.08 | | | 1.00 | | |
| SALARY FACTOR | 1.00 | | | 1.00 | | | 1.00 | | | 1.00 | | | 1.00 | | | 1.00 | | |